Implicit Bias Training for Title IX Staff

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Group Expectations

Be respectful
Participate
Take care of yourself
Today’s Topics

• Implicit bias basics
• Working on your implicit biases
• Recognizing implicit biases
Poll Everywhere Question

- How did you form your ideas about what sexual misconduct looks like, who experiences it, and who engages in it?
Implicit Bias Basics

Section objective: Understand where implicit bias comes from and why our brains rely on bias
What are Implicit/Unconscious Biases?

• Having attitudes towards people or associating stereotypes with them without our conscious knowledge

• Formed through:
  o Personal experience
  o Background
  o Cultural environment
  o Media
Types of Biases

- **Perception Bias**: Judging or treating others based on inaccurate and simplistic stereotypes.
- **Anchoring Bias**: Overly relying and making decisions on the first piece of information we receive.
- **Confirmation Bias**: Remembering and noticing things that support our existing beliefs.
- **In-Group Bias**: Favoring those who we think are like us; disliking those who aren’t like us.
Poll Everywhere Question

- What are some examples of how these biases might show up in the Title IX processes (Perception, Anchoring, Confirmation, In-Group)?
WHY WE RELY ON Implicit Biases

- Not enough meaning
- Too much information
- What to remember?
- Need to act fast
Acting on Our Values Instead of Our Biases

- We all have biases that impact our perceptions and actions.
- Sometimes our biases cause us to act in ways that contradict our stated values.
- How could biases impact our perceptions of and actions toward parties during Title IX processes?

Value

A value is a way of being or believing that we hold most important. Living into our values means that we do more than profess our values, we practice them. We walk our talk—we are clear about what we believe and hold important, and we take care that our intentions, words, thoughts, and behaviors align with those beliefs.

Brené Brown
Section objective: Learn strategies and tips for how to work on our implicit biases
Poll Everywhere Question

- Considering the science of why your brain relies on implicit bias, what are some strategies you can implement to ensure you’re not acting on bias?
Bias Disrupters

Objectivity

Transparency

Representation

Accountability
Bias Disrupters for Title IX

Objectivity

• How did I come to this conclusion? Can I connect the information to definitions, procedures, something someone said, etc.? What assumptions am I making?
• Are there objective templates, checklists, etc. I can use or create to ensure neutrality?
• What objective data can I track to notice biases that may be part of the systems we use? For example, who reports and who is reported?

Transparency

• How can I be more transparent with parties about our grievance processes (including possible outcomes)?
• How can I be more transparent with the university community about Title IX, our goals and values, and how we need to improve?
## Questions for Title IX

### Representation
- Whose perspectives shaped our policies and procedures? Whose voices were left out? How can I increase representation and seek different perspectives in decision making?
- Who are the people in my network? How do they challenge or solidify my implicit biases?

### Accountability
- What am I doing to actively learn and challenge my biases, including seeking feedback?
- Why do I think this? What biases might be impacting my beliefs? Would I interact with this person differently if they looked or acted differently? Why?
- How am I holding others accountable for their biases? How am I addressing biases built into the system? What procedures can we develop to hold each other accountable for addressing biases?
Recognizing Implicit Biases

Objective: Practice recognizing implicit biases
Self-Reflection: Recognize

• For each of the following images, write down 2 – 3 assumptions you would have about the individual pictured if they were to interact with you, including what role you assume they have in interacting with your office.
Self-Reflection Follow Up: Recognize

- What identity characteristics seemed to affect your assumptions the most?
- Harvard Implicit Bias Test
Group Discussion: Recognize

• Each group will be assigned a profile
• Discuss the following with your group:
  1. What biases might impact your perceptions of the individual?
  2. How could those biases impact your interactions with the individual?
Moving Forward

• What is 1 thing you will do in the next 1-4 weeks to address your biases?
• What is 1 thing you will do in the next 4-6 months to address your biases?